



3D's Guide to DISCOVER, DEVELOP and DEPLOY New Dgroup Leaders

Leader's Copy: NOT FOR SUBMISSION TO GLC

DISCOVER

List down the names of two (2) potential Dgroup leaders who you can help start leading a Dgroup. On the remarks section provided below, write your corresponding observation/s for each criterion in order to assess the qualification of a potential leader. You may also put remarks pertaining to how each potential leader can improve further across the six (6) criteria as needed. Suggested "starting points" are also provided (not exhaustive) to help you in discovering & assessing potential leaders.

Consider the following criteria for potential Dgroup leaders:	Name of Timothy 1: Name of Timothy 2: Use the guide questions to evaluate who your potential leader is:
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1. FAITHFUL

a. Has a heart for God (i.e. evident on the person's priorities such as regularly studying God's Word, spending time in prayer, attending worship services, etc.)	<ul style="list-style-type: none"> ○ Ask them about their daily and weekly schedule. Look into the details. Where to they spend their time? Are they engaged in godly, productive, God-loving and God-glorifying activities?
b. Seeks God regularly for direction in life; eager to follow the clear will of God	<ul style="list-style-type: none"> ○ Have a regular checkpoint on their journey with God. Make time to share insights/reflections from their Bible reading or prayer time <ul style="list-style-type: none"> • What are their [faith-]goals for the year? (e.g. family. finance. work. ministry, etc.) How are they following through? What is their persistent prayer request? • Based on their [faith-]goals for the year or next two years, how are they progressing? ○ Based on what God is impressing upon them or based on God's Word. are they moving along in obedience or disobedience? Are there things in their lives that clearly hinder them from pursuing godly, productive, God-loving and God-glorifying activities such as addiction to internet/social media/pornography, substance/alcohol, gambling, etc.?
	<ul style="list-style-type: none"> ○ Are they recognized as reliable employees in their workplace? <ul style="list-style-type: none"> • Are they advancing/growing in terms of their career?

c. Faithful in performing the assignments given to him/her, whether in ministry or work	<ul style="list-style-type: none"> ○ Think of ways that you can challenge them in the following areas: <ul style="list-style-type: none"> • Leading/ facilitating your Dgroup meeting at least once/quarter • Co-organizing a prayer retreat for your Dgroup • Co-organizing a celebration that leads to gospel-sharing to family/relatives
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2. ACCOUNTABLE

a. Available — willing to make time for “life-on-life discipleship; responds positively to godly counsel and Biblical wisdom	<ul style="list-style-type: none"> ○ Shows up in Dgroup meetings, expresses commitment and offers availability to help achieve goals related to discipleship / disciple-making
b. Evident openness and transparency in various areas of life (e.g. personal walk with God, family life, work, finances, etc.); willing to be corrected and makes actual changes	<ul style="list-style-type: none"> ○ Find time to discuss/cascade CCF memos/circulars, programs/activities that they can abide by or engage in; this gives them a big picture perspective of the church’s initiatives in line with its Mission, Vision and Core Values <ul style="list-style-type: none"> • How well do they understand and apply CCF’s Mission, Vision and Values? • Do they know and practice the church’s primary ministry – small group discipleship?
c. Submits to God-given authorities (i.e. Government church, institutions, etc.) with respect and a positive attitude	<ul style="list-style-type: none"> ○ Take some time to talk about authorities in their lives: i.e. God, government, parents, church leaders (Pastor, Dgroup leader), employer/manager: <ul style="list-style-type: none"> • Do you notice a certain pattern on their attitude towards authorities? How would you describe their general attitude / opinion towards authorities? These may require you to go out of your way in order to know more: • For singles: How are they doing in terms of obeying their parents? • For husbands: How are they in terms of being accountable to their Dgroup leader and in practicing the principles of Ephesians 5:25-31? • For wives: How are they in terms of submitting to and respecting their husbands (Ephesians 5:22-24)? ○ How will you describe their willingness, attitudes and behaviors toward authorities especially when there are changes to structure, policies, laws or regulations? <ul style="list-style-type: none"> • Do they follow/obey church-wide initiatives or programs endorsed by the leadership of CCF?

3. TEACHABLE

a. Demonstrates submission to God's Word; walks in obedience to God evidenced by a progression towards Christlikeness (i.e. in thoughts, words, actions/behavior & character)	<ul style="list-style-type: none">o Knowing God's Word is essential, and so is its life application. Over the course of their discipleship journey with you as the leader, have you taken note of the things / areas they struggle the most?<ul style="list-style-type: none">• Have they come to a point of submitting or surrendering certain areas of their lives to God, obeying His Word, in spite of difficulty or pain?
b. Displays consistent humility; willingly accepts criticism, correction and suggestions	<ul style="list-style-type: none">o What are their most recent learning/reflection as a result of reading the Bible and how did they apply it?o Do you witness progress in their submission to God's Word and a life of obedience? How?o How do they respond to criticism or correction?
4. FREE FROM A LIFESTYLE OF SIN	
a. Not willfully sinning — not engaging in activities that lead to eventual or potential sin/compromise	<ul style="list-style-type: none">o Going through the CCF Accountability Questions can greatly help in these areas as it deals with their relationship with God, family, how they handle resources (i.e. money, time, energy) entrusted to them, their condition at work, ministry and other areas.o Schedule a one-on-one appointment so you can devote time to go deeper than your usual Dgroup meeting and be able to pray together.o Go through the CCF Discipleship Covenant and affirm them in their willingness to participate, encouraging them as they take a step towards vulnerability/accountability.o Use the CCF Accountability Questions as a starting point for discussion with the aim of knowing them better in the essential aspects of their lives.
b. Has the moral authority to impart God's laws and principles to others (i.e. experiencing & learning from previous mistakes, moving forward by obeying/applying God's Word)	
c. Observable discipline/practices to safeguard from possible compromises pertaining to hierarchy of priorities God, spouse/parents, children/siblings, work, ministry/friends/others	
5. FREE FROM UNMANAGED DEBT	
a. Does not have unmanaged or debilitating debt	
b. Practices faithful stewardship over personal or business finances	

DEVELOP

Instruction/s: Developing potential leaders take time, effort and intentionality bearing in mind the ultimate goal – Christlikeness. In CCF, we have the L.O.V.E. core values as a primary guide in evaluating whether we are moving towards Christlikeness as evidenced in various areas of life. Use the below **360 Feedback** as a tool to mentor your potential leaders. It is recommended that you conduct this survey once or twice (e.g. middle and end of) a year taking note of their progress.

360 FEEDBACK

(Based on “L.O.V.E.” Core Values)

Dgroup Member (Timothy): _____

Period of Observation: _____

Please check which best describes your assessment of the person being evaluated in the areas listed below with 5 as always true; 4 as often true, 3 as sometimes true, 2 as seldom true, 1 as rarely & N/O should you have no opportunities to observe the person in this particular area	5	4	3	2	1	N/O
Love God and Others						
1) Has consistent personal devotions, prayer time and personal study of God's word						
2) Displays love even for people who he/she finds difficult to love; seeks to maintain good relationships						
3) Does not have a critical spirit nor participates in gossip						
4) Private life is in order (free from immorality and addiction to pornography, computer games, Telenovelas, Netflix, shopping, food etc.)						
5) Consistently shares the gospel and discipled others						
Obey God's Word and Appointed Authorities						
1) Applies God's word in everyday life, making decisions and setting priorities based on Scripture						
2) Is presently accountable to and being discipled by a Dgroup or D12 Leader						
3) Submits to God-given authorities with respect and a positive attitude						
4) Is a good steward of God's resources (time, talents and treasure)						
5) Displays consistent humility; willingly accepts criticism, correction and suggestions						
Volunteer						
1) Uses God-given gifts and talents to serve with excellence						
2) Encourages (or creates opportunities for) others to serve						
3) Consistently leads a Discipleship Group						
4) Joyfully serves others, and going the extra mile even when it is inconvenient						
5) Consistently gives tithes / offerings						
Engage the Family						
1) Spends quality time and maintains good relationships with wife, children (parents, siblings, if single)						
2) Keeps temper under control – no physical abuse, no verbal abuse (shouting, hurtful words)						
3) Sets a Christ-like example for family members						
4) Family members are walking with and serving the Lord						
5) Intentionally discipled family members by having regular family devotions						
STRENGTHS	WEAKNESSES /AREAS FOR IMPROVEMENT		ACTION STEPS			

DEPLOY

Here are some areas of deployment for your potential leaders (timothies) where you may send them to start their own Dgroups:

- Dgroup evangelistic events/bridging events
- GLC 1 breakout group facilitators
- GLC 2 classes (Life App is to start own Dgroup)
- Let's Connect
- Lifestage Retreats and Weekly Fellowship Facilitators
 - ELEVATE
 - B1G Singles
 - Couples (2Be1, "Before You Say I Do", Marriage Encounter, etc.)
 - Sports Camps
 - WOW Women-to-Women Ministry
- True Life Retreat Facilitators
- Welcome Center prayer coaches/gospel sharers